

## ITN Call 2015 – Relevant EU Policies

Disclaimer: This document is not exhaustive. It describes the most “common” EU policies which refer to research, researcher careers and research/doctoral training. In describing the impact on “innovation capacity”, in addition to general EU policies which discuss innovation, researchers are strongly encouraged to refer to policies, papers, roadmaps etc. related to the research area described in the proposal.

**A useful library of policy documents can be found at**  
<http://ec.europa.eu/euraxess/index.cfm/services/researchPolicies>

**The following documents may be relevant for the Impact sections of the proposal, but may also be relevant in defining the ITN programme and for use in the proposal as a whole.**

**1. “Charter and Code”: The European Charter for Researchers and Code of Conduct for their Recruitment, <http://ec.europa.eu/euraxess/index.cfm/rights/whatIsAResearcher>.**

The “Charter and Code” principles are mainstreamed into the MSCA. Everyone applying for MSCA funding should read the C&C. Some principles which are particularly relevant to ITN (not exhaustive) are:

- Employers and/or funders of researchers should ensure that the most stimulating research or research training environment is created which offers appropriate equipment, facilities and opportunities, including for remote collaboration over research networks. *Particularly relevant to the Excellence section (1.1 research programme, 1.2 training programme).*
- Employers and/or funders of researchers should draw up, preferably within the framework of their human resources management, a specific career development strategy for researchers at all stages of their career, regardless of their contractual situation, including for researchers on fixed-term contracts. It should include the availability of mentors involved in providing support and guidance for the personal and professional development of researchers, thus motivating them and contributing to reducing any insecurity in their professional future. All researchers should be made familiar with such provisions and arrangements. *Particularly relevant to the Excellence section (1.3 supervision).*
- Employers and/or funders must recognise the value of geographical, intersectoral, inter- and trans-disciplinary and virtual mobility as well as mobility between the public and private sector as an important means of enhancing scientific knowledge and professional development at any stage of a researcher's career. Consequently,

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they should build such options into the specific career development strategy and fully value and acknowledge any mobility experience within their career progression/appraisal system. *Particularly relevant to the Excellence section (1.2 training programme, 1.4 interaction between the participants).*

- Employers and/or funders should ensure that a person is clearly identified to whom early-stage researchers can refer for the performance of their professional duties, and should inform the researchers accordingly. *Particularly relevant to the Excellence section (1.3 supervision).*
- Employers and/or funders of researchers should recognise it as wholly legitimate, and indeed desirable, that researchers be represented in the relevant information, consultation and decision-making bodies of the institutions for which they work, so as to protect and promote their individual and collective interests as professionals and to actively contribute to the workings of the institution. *Particularly relevant to the Implementation section (3.2 management).*

***In addition, the principles on Recruitment are of particular importance when outlining the ITN's recruitment strategy in the Implementation section.***

## **2. Europe 2020 Flagship Initiative – Innovation Union**

[http://ec.europa.eu/research/innovation-union/index\\_en.cfm?pg=action-points](http://ec.europa.eu/research/innovation-union/index_en.cfm?pg=action-points)

The Innovation Union, published October 2010, outlines over 30 action points with the aim to do three things:

1. make Europe into a world-class science performer;
2. remove obstacles to innovation – like expensive patenting, market fragmentation, slow standard-setting and skills shortages – which currently prevent ideas getting quickly to market; and
3. revolutionise the way public and private sectors work together, notably through Innovation Partnerships between the European institutions, national and regional authorities and business.

The 30 IU commitments are broken down into chapters:

1. Promoting excellence in education and skills development
2. Delivering the European Research Area
3. Focusing EU funding instruments on Innovation Union priorities
4. Promoting the European Institute of Innovation and Technology (EIT) as a model of innovation governance in Europe
5. Enhancing access to finance for innovative companies
6. Creating a single innovation market
7. Promoting openness and capitalising on Europe's creative potential
8. Spreading the benefits of innovation across the Union
9. Increasing social benefits
10. Pooling forces to achieve breakthroughs: European Innovation Partnerships
11. Leveraging our policies externally
12. Reforming research and innovation systems

### 13. Measuring Progress

It is clear that all commitments relevant to Horizon 2020 have been incorporated into the Horizon 2020 programme.

Specific IU Commitments which appear particularly relevant to ITN 2015:

- #1: By the end of 2011, Member States should have strategies in place to **train enough researchers** to meet their national R&D targets and to promote attractive employment conditions in public research institutions.
- #2: The Commission will also support business-academia collaborations through the creation of "**Knowledge Alliances**" **between education and business** to develop new curricula addressing innovation skills gaps (see also commitment 3 on e-skills). They will help universities to modernise towards **inter-disciplinarity, entrepreneurship and stronger business partnerships**.
- #7: The Commission will design future EU research and innovation programmes to ensure simple access and **stronger involvement of SMEs**, in particular those with a high growth potential.
- #20: The Commission will promote **open access** to the results of publicly funded research. It will aim to make open access to publications the general principle for projects funded by the EU research Framework Programmes. The Commission will also support the development of smart research information services that are fully searchable and allow results from research projects to be easily accessed.

### 3. Europe 2020 Flagship Initiative – Agenda for new skills and jobs

<http://ec.europa.eu/social/main.jsp?catId=738&langId=en&pubId=626&type=2&furtherPubs=yes>

The Agenda, published October 2010, presents a set of concrete actions that will help:

1. Stepping up reforms to improve flexibility and security in the labour market ('flexicurity')
2. Equipping people with the right skills for the jobs of today and tomorrow
3. Improving the quality of jobs and ensuring better working conditions
4. Improving the conditions for job creation

Key points relevant to ITN:

- Providing the right mix of skills
- Matching people's skills and job opportunities, and capitalising on Europe's potential jobs
- Enhancing geographical mobility throughout the EU
- Promoting entrepreneurship, self-employment and innovation

#### 4. Europe 2020 Flagship Initiative – Youth on the Move

[http://europa.eu/youthonthemove/docs/communication/youth-on-the-move\\_EN.pdf](http://europa.eu/youthonthemove/docs/communication/youth-on-the-move_EN.pdf)

Youth on the Move is a comprehensive package of policy initiatives on education and employment for young people in Europe. Launched in 2010, it aims to improve young people's education and employability (specific focus on reducing youth unemployment) by:

- making education and training more relevant to young people's needs;
- encouraging more of them to take advantage of EU grants to study or train in another country;
- encouraging EU countries to take measures simplifying the transition from education to work.

Key points relevant to ITN:

- Developing modern education and training systems to deliver key competences and excellence
- Promoting the attractiveness of higher education for the knowledge economy
- Supporting a strong development of transnational learning and employment mobility for young people
- Supporting young entrepreneurs and self-employment

#### 5. ERA Communication 2012 [http://ec.europa.eu/research/era/pdf/era-communication/era-communication\\_en.pdf](http://ec.europa.eu/research/era/pdf/era-communication/era-communication_en.pdf)

This document refocuses the European Research Area policy into five key priorities:

1. More effective national research systems
2. Optimal transnational co-operation and competition (On common research agendas, grand challenges and infrastructures)
3. An open labour market for researchers (Facilitating mobility, supporting training and ensuring attractive careers)
4. Gender equality and gender mainstreaming in research (Encouraging gender diversity to foster science excellence and relevance)
5. Optimal circulation and transfer of scientific knowledge (To guarantee access to and uptake of knowledge by all)

Point 5 is essentially about **open access** to research publications and research data and is particularly relevant to section 2.3 of the proposal (Communication and Dissemination). A commitment to open access on behalf of all participants in the ITN (after any necessary procedure to protect Intellectual Property) would be well received by the evaluators. Open access to publications (green or gold model) is acceptable, and open access to research data through the Open Research Data Pilot would be additive <http://www.openaire.eu/en/open-access/open-access-in-h2020/h2020-oa-data>.

## 6. Principles for Innovative Doctoral Training

[http://ec.europa.eu/euraxess/pdf/research\\_policies/Principles\\_for\\_Innovative\\_Doctoral\\_Training.pdf](http://ec.europa.eu/euraxess/pdf/research_policies/Principles_for_Innovative_Doctoral_Training.pdf)

The Principles have been extracted from the Extract from the "Report of Mapping Exercise on Doctoral Training in Europe "Towards a common approach" of 27 June 2011(final),<sup>1</sup> adopted by the ERA Steering Group on Human Resources and Mobility. The Principles were defined with the help of experts from university associations; industry and funding organisations. They reflect the **Salzburg Principles**<sup>2</sup> of EUA, good practice in Member States and the Marie Curie experience. The Principles have been endorsed in the Council conclusions on the modernisation of higher education, Brussels, 28 and 29 November 2011.

The Principles are:

1. Research Excellence
2. Attractive Institutional Environment
3. Interdisciplinary Research Options
4. Exposure to industry and other relevant employment sectors
5. International networking
6. Transferable skills training
7. Quality Assurance

## 7. Mobility of Researchers between Academia and Industry: 12 Practical Recommendations

[http://ec.europa.eu/euraxess/pdf/research\\_policies/mobility\\_of\\_researchers\\_light.pdf](http://ec.europa.eu/euraxess/pdf/research_policies/mobility_of_researchers_light.pdf)

Although this document was published eight years ago (2006), it still contains recommendations that are relevant to researchers moving between academia and industry (non-academia). Some recommendations relevant to ITN 2015 are:

- Developing joint training programmes to better address future employers' needs, including developing doctoral programmes in partnerships with the business community;
- Preparing early stage researchers for a career in both sectors, including developing entrepreneurial skills. Recognising merits by adding to the diploma a record of courses taken and experience acquired;
- Providing supervision quality insurance, in particular for early stage researchers. Researchers should be followed by two supervisors with adequate training, one from each sector;
- Increasing inter-sector mobility possibilities for both early stage and established researchers.

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<sup>1</sup>

[http://ec.europa.eu/euraxess/pdf/research\\_policies/Report\\_of\\_Mapping\\_Exercise\\_on\\_Doctoral\\_Training\\_FIN\\_AL.pdf](http://ec.europa.eu/euraxess/pdf/research_policies/Report_of_Mapping_Exercise_on_Doctoral_Training_FIN_AL.pdf)

<sup>2</sup> [http://www.eua.be/Libraries/Publications\\_homepage\\_list/Salzburg\\_II\\_Recommendations.sflb.ashx](http://www.eua.be/Libraries/Publications_homepage_list/Salzburg_II_Recommendations.sflb.ashx)

## 8. Gender in Horizon 2020

Gender equality is a cross-cutting issue in Horizon 2020 and shall be implemented across **all areas of Horizon 2020, including the MSCA**. This will extend to promoting the gender dimension in research and innovation content. Gender equality is also included in Horizon 2020 monitoring and evaluation exercises. Key objectives include:

- Gender balance in decision-making: The aim is to reach the Commission's target of 40% of the under-represented sex in each group and panel. For Horizon 2020 Advisory Groups, the target was raised to 50%, given the high response rate from women to the Commission's call for interest launched in February 2013.
- Gender balance in research teams at all levels: Applicants for funding are encouraged to promote equal opportunities and to ensure a balanced participation of women and men at all levels in research and innovation teams and in management structures. Gender balance in teams will also be taken into account when ranking proposals with the same evaluation scores.
- Gender dimension in research and innovation content: Gender is explicitly integrated into several topics across the Horizon 2020 Work Programme. Topics with an explicit gender dimension are flagged, to ease access for applicants, but all H2020 applications should take the gender dimension into account.

Factsheet:

[https://ec.europa.eu/programmes/horizon2020/sites/horizon2020/files/FactSheet\\_Gender\\_2.pdf](https://ec.europa.eu/programmes/horizon2020/sites/horizon2020/files/FactSheet_Gender_2.pdf)

Document: Gendered Innovations – How Gender Analysis Contributes to Research

<http://ec.europa.eu/programmes/horizon2020/en/news/%E2%80%9Cgendered-innovations-how-gender-analysis-contributes-research%E2%80%9D>

### Gender Toolkit

[http://www.yellowwindow.be/genderinresearch/index\\_downloads.html](http://www.yellowwindow.be/genderinresearch/index_downloads.html)

The European Commission sponsored the development of a Gender Toolkit for FP7 by Yellow Window Management Consultants. The documents are freely available on the web, and include an overview of gender in research, a checklist for help in preparing grant applications, and detailed, discipline specific, documents examining the role of gender.